

COLLECTIVE NEGOTIATION AGREEMENT

KNOW ALL MEN BY THESE PRESENTS:

This Collective Negotiation Agreement (CNA) executed and entered into by and between:

The **SOCIAL SECURITY SYSTEM**, a corporate body existing under and by virtue of Republic Act No. 11199, with principal office address at SSS Building, East Avenue, Diliman, Quezon City, Metro Manila, as represented herein by its President and Chief Executive Officer, **AURORA C. IGNACIO**, hereinafter referred to as the "**SYSTEM**";

- and -

The **ALERT AND CONCERNED EMPLOYEES FOR BETTER SSS (ACCESS)**, a legitimate labor organization duly organized, existing and registered with Certificate of Registration No. 003 issued on September 3, 1987 by the Department of Labor and Employment (DOLE) and Certificate of Accreditation No. 055 issued by the Civil Service Commission (CSC) on February 19, 1993, with principal office address at SSS Building, East Avenue, Diliman, Quezon City, Metro Manila, as represented herein by its President, **ARNEL GERARD M. ENCARNACION**, hereinafter referred to as the "**UNION**";

WITNESSETH: That -

WHEREAS, the **UNION** has shown to the satisfaction of the **SYSTEM** that it continues to represent the majority of the employees in the collective negotiating unit and is the sole and exclusive negotiating agent or representative of the said collective negotiating unit as defined in Article I, Section 1 hereof;

WHEREAS, the **SYSTEM** and the **UNION**, after a series of negotiations, now desire to enter into this CNA, which manifests their common intent and purpose to establish, maintain and promote the terms and conditions of employment of the employees of the **SYSTEM** through the proper observance of the highest standards of professional excellence and the demands of public service and democratic ideals and practices, in accordance with Executive Order No. 180, Series of 1987 and its Implementing Rules and Regulations and the relevant laws of the land; to provide methods for a fair and peaceful settlement of disputes and grievances that may arise between parties; to promote harmony, honesty, integrity, competence, efficiency, quality service and productivity to the end that the **SYSTEM**, the **UNION** and the general public may all mutually benefit, and finally to promote industrial peace, stability and progress in the spirit of mutual trust, respect and cooperation;

WHEREAS, the National Executive Board (NEB) of the **UNION** under its Resolution No. 2019-006 dated 29 November 2019 has adopted and approved this CNA;

WHEREAS, the **SYSTEM** through the Social Security Commission Resolution No. 639c 2020 dated 2 DECEMBER 2020 has approved this CNA;

NOW, THEREFORE, for and in consideration of the foregoing premises and of the mutual covenants, stipulations and conditions herein contained, the parties hereto have agreed, the one with the other as follows:

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ARTICLE I
SCOPE OF THE NEGOTIATING UNIT AND AGREEMENT

Section 1. Collective Negotiating Unit. The collective negotiating unit shall consist of all employees of the **SYSTEM** except those occupying managerial or executive positions including all lawyers of the **SYSTEM** regardless of the positions occupied, confidential, coterminous, contractual or probationary employees and those specifically excluded by Executive Order No. 180, Series of 1987 and its Implementing Rules and Regulations and the issuances of the CSC and the Public Sector Labor Management Council (PSLMC). Whenever the term "employee" is used in this CNA, it shall be deemed to refer only to those who are covered within the collective negotiating unit.

Section 2. Automatic Exclusion. Should any employee covered by this CNA be appointed or promoted to any position excluded from the collective negotiating unit, he/she shall be deemed automatically excluded from the collective negotiating unit effective upon the date of assumption to said position. Provided, that if the said employee is a member of the **UNION**, he/she shall be considered resigned and/or disqualified from membership in the **UNION**.

Provided further, that an employee who is designated in an acting capacity covered with a Personnel Order and performing a managerial/executive function shall be automatically deemed excluded from the negotiating unit. The Civil Service rule on assumption as Acting Head performing managerial/executive function shall apply and once the Order has been lifted or no longer in effect, the employee shall automatically regain his/her membership in the **UNION**.

Section 3. Scope of CNA. Except as provided for under existing laws, all the terms and conditions of employment within the collective negotiating unit are embodied in this CNA and the same shall govern the relationship between the **SYSTEM** and of all employees.

ARTICLE II
BENEFITS AND PRIVILEGES

Section 1. Existing Benefits and Privileges. The **SYSTEM** agrees to continue to extend all the benefits existing during the signing of this CNA under such terms and conditions specified in the policy guidelines for such benefits and which are made an integral part hereof. The **SYSTEM**, subject to existing and prospective laws, reserves the right to introduce improvements on benefits for a system-wide implementation.

In this regard, the **SYSTEM** shall convene a Union – Management Committee specifically tasked to review all benefits with the end view of making them responsive to existing market or inflationary factors.

All benefits and privileges although not expressly embodied in this CNA but which are now being accorded, or may in the future be accorded, shall not be withdrawn or discontinued by the **SYSTEM** unless otherwise provided by law, or as directed by the Commission on Audit or by proper governmental authority. In the event of such discontinuance or withdrawal of benefits, the **SYSTEM** shall exert best efforts to request for reconsideration and appeal for the restoration of the said benefits or privileges. In case of disallowance by any government authority, such monetary benefits shall be returned including the corresponding agency fee deducted.

Section 2. In the event that the Social Security Commission is empowered by law or executive order to determine and approve a salary structure/compensation package for all employees, the **SYSTEM** shall ensure proper **UNION** representation in any committee to be convened for this purpose by virtue of but not limited to

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1. Implementation of the New Compensation and Position Classification System (CPCS); or
2. Republic Act 11199 or Social Security Act of 2018.

Section 3. Program on Awards and Incentives for Service Excellence (PRAISE). The parties agree to integrate as part of this CNA, the provisions of the SSS PRAISE as approved by the CSC and GCG, provided that it shall be subject to availability of funds and shall not involve the grant of double benefits.

Section 4. Government-Initiated/ Legislated Wages/ Benefits. The **SYSTEM** shall implement all government-initiated/legislated wages/benefits, as may be allowed by law, covering or extended to employees in the Civil Service. Provided that where the existing SSS wages/benefits are lower than the government-initiated/legislated wages/benefits, the **SYSTEM** shall grant the difference to its employees as may be allowed by law.

Section 5. Working Conditions. The parties shall endeavor to create and nurture a humane, safe and environment-friendly working conditions that promote, develop, sustain and satisfy the physical and psycho-social well-being of the employees; promote harmonious relationship between employees and management to enhance their potentials towards increased productivity and efficiency in the attainment of the personal, professional and organizational goals and objectives of the employees for a more responsive and total quality service.

Section 6. Child Care Center. The **SYSTEM**, subject to implementing guidelines and availability of funds, shall provide a Child Care Center, free of charge for children age three (3) to six (6) years old of all employees of the **SYSTEM** in the Main Office and in all its Branch Operations Sector (BOS) Division Offices. The Child Care Center shall be provided with the necessary equipment and services to ensure the well-being of the children and shall be in accordance with the standard set forth by the Department of Social Welfare and Development. In the BOS Division Offices where there are only few dependents/beneficiaries and therefore not practical or viable to put one, the **SYSTEM** shall make arrangements with equivalent child care facilities available in the area to accommodate the children of SSS employees who want to avail of the privilege.

Section 7. Special Privilege for Pregnant Employees, Nursing Mothers and Employees Under Medical Treatment or with Disabilities. The **SYSTEM** shall promote the rights and privileges of pregnant employees and nursing mothers as provided for under the law. The **SYSTEM** shall also adopt a set guidelines wherein employees who are under medical treatment for any lingering illness or are temporarily disabled, however, are still fit to work as certified by any Government Hospital or accredited Private Hospital as validated by Health Care Department. The guidelines shall include use of medical devise/appliances for supportive and curative purposes.

Section 8. Wellness Program and Facility. To promote physical fitness among employees, the **SYSTEM** shall continue to implement its sports, recreational, cultural, physical, and wellness programs and make available an area or facility for such purpose for the exclusive use of its employees, subject to implementing guidelines. The facility shall be provided with the basic/necessary equipment and shall be instituted in the Main Office and in all BOS Division Offices. The **SYSTEM** shall provide an appropriate budget for this purpose.

Section 9. Union Store and Parking Slots. The **SYSTEM** shall continue to provide the **UNION** in the Main Office a space intended as a union store. The store shall provide the union members affordable and quality goods. It shall also serve as a venue for the members of the **UNION** to engage in entrepreneurial activity that shall augment their income. The **SYSTEM** shall also continue to provide the **UNION** two (2) parking slots in the Main Office for the use of its Officers and Members.

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Section 10. Union – Management Health and Safety Committee. A Union-Management Health and Safety Committee shall be created composed of four (4) representatives from the **SYSTEM** coming from the Human Resource Services Division, Medical Services Division, General Services Division, and Branch Operations Sector, one of whom shall be the Chairperson, and three (3) representatives from the **UNION**.

The Committee shall formulate and recommend to the **SYSTEM** health and safety measures and policies for approval of the Social Security Commission, and receive comments on health and safety issues and, if valid, endorse the same to the concerned units for appropriate action.

The Committee shall also review and study the existing Health Benefit Package every two (2) years, to ensure that it is still responsive and meaningful to the health needs of all Employees and their immediate dependents and recommend to the President and CEO the need for any enhancement.

ARTICLE III **UNION SECURITY**

Section 1. Union Recognition. The **SYSTEM** recognizes the **UNION** as the sole and exclusive negotiating agent or representative of all employees within the negotiating unit as defined in Section 1, Article I hereof.

Section 2. Maintenance Shop. All employees who are members of the **UNION** on the date of the signing of this CNA, as well as those who shall thereafter become members of the **UNION** shall remain and maintain membership therein in good standing for the duration of this CNA. Provided, that a member of the **UNION** shall not voluntarily resign from the **UNION** except within the sixty (60) day freedom period preceding the expiry date of this CNA.

Section 3. List of Employees. The **SYSTEM** shall provide the **UNION** with a list containing the names of employees in the collective negotiating unit, indicating therein the date of hiring, position title, job/salary level and place of assignment, within fifteen (15) days after signing of this CNA. Thereafter, the **SYSTEM** shall immediately provide the **UNION** with accurate information concerning changes in status, appointments, personnel movements or any other changes thereof.

Section 4. Check-off. The **SYSTEM** shall make payroll deductions of union dues, special assessments or contributions and other union obligations of members of the **UNION** provided the individual check-off authorization and union deduction list are submitted to the **SYSTEM** by the **UNION**. Deduction of dues, assessments or contributions shall be affected on or before the end of each month, provided that the authorization and the list are submitted on or before the 15th of each month. The amount deducted shall be remitted to the **UNION** treasurer or his/her authorized representative through a check payable to the order of the **UNION** not later than the 15th day of the following month.

Section 5. Agency Fee. The **SYSTEM** shall likewise make payroll deductions from non-union members of the collective negotiating unit who accept, receive and enjoy the benefits provided for under this CNA or any future or supplemental agreement that may be made by both parties, at such amount equivalent to the union dues, assessments and other fees being paid by the regular union members without the need for individual check-off authorizations, and shall remit to the **UNION** as herein provided. If the benefit enjoyed is considered as "one-time benefit", the deduction equivalent to 10% of the benefit received shall be made only once. Conversely, deductions for "continuing

benefits", which shall be equivalent to union dues, shall also be made continuously for the duration of this CNA.

Continuing benefits refers to a benefit or package of benefits granted to the members of the collective negotiating unit by virtue of the CNA whose effectivity is coterminous with the life of the CNA and from which the **UNION** shall collect an amount equivalent to the union dues or assessment paid by regular union members without need of individual check-off authorization. On the other hand, one-time benefit refers to a lump sum or package of cash benefits granted to the members of the collective negotiating unit by virtue of the CNA.

Section 6. Failure to Deduct. If no deduction can be made for any payroll period because the employee's take-home pay is less than the mandated minimum, or that he/she did not earn any salary during the said period, the amount or amounts not so deducted shall be collected by the **SYSTEM** therefrom where he/she later resumes work and starts earning his/her salary and has complied with the minimum take-home pay requirement. Provided, that the schedule of payment of the back assessment shall be subject to the agreement between the **UNION** and the member.

Section 7. Union Time-Off. The **SYSTEM** hereby agrees to extend union time-off for a total non-cumulative period not exceeding Two Thousand (2,000) work-days a year for union activities, meetings, conferences and trainings, to be made available to the entire **UNION** membership which shall be used or allocated by the **UNION**. Union time-offs shall be exempted or excluded from the coverage of the performance appraisal system nor shall be deducted from the employees' vacation leave credits. Provided, that officers and members of the **UNION** who actually attend meetings, consultations or conferences called by the **UNION** President shall be considered on union time-off.

The exercise of union time-off shall be subject to confirmation by the HRSD as a union-related activity and the immediate supervisor shall not withhold the approval thereof except for justifiable reasons. Provided, that in the interest of service, a three-day (3) prior notice shall be given to the immediate supervisor and HRSD. Provided further, that in case of a Union officer, a one (1) day prior notice shall suffice.

Section 8. Attendance in Management Initiated Meetings. Attendance of union officers and members in meetings, in official representation of the **UNION** as approved by the PCEO, shall be considered as Official Business (OB). In cases where officers and members of the **UNION** incurred expenses in attending such meetings, it shall be chargeable to the **SYSTEM**, subject to existing rules and regulations.

Section 9. Union Office and Use of Bulletin Boards. The **SYSTEM** shall continue to provide an office space for the use of the **UNION** at the SSS Main Office and in all BOS Division Offices of the **SYSTEM** whenever requested. Said office must be reasonably furnished and equipped with telephone and air conditioning. The **SYSTEM** shall also provide bulletin boards at strategic locations within the SSS Main Office and in all BOS offices, whenever practicable, and subject to CSC rules.

Section 10. Use of System's Facilities. The **UNION** shall have the privilege to use the Ramon Magsaysay Hall, the SSS Canteen, any available conference or function room in the Main Office, Division or Branch Office, or any space within SSS premises for any **UNION** meeting or undertaking, subject to the prior consent of Management. This privilege shall extend to the free use of transportation facilities and training equipment or fixtures upon written request from the **UNION** and subject for approval by Management and existing rules. The **SYSTEM** shall likewise extend to the **UNION** President the use of e-mail facility for his official use as Union President and shall provide a space in the Intranet for the use of the **UNION** in information dissemination, subject to the implementing guidelines.

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ARTICLE IV
RIGHTS AND OBLIGATIONS OF THE PARTIES

Section 1. Rights and Obligations of the Parties. The parties bind themselves to uphold this CNA and respect the commitment of their representatives in the negotiations. Further, the **UNION** binds itself to recognize the rights of the **SYSTEM** as provided for in this Agreement.

Section 2. Union Participation in Promoting Efficiency and Cooperation. The **UNION** shall assist the **SYSTEM** in promoting cooperation and discipline with the end view of attaining harmony, efficiency and quality services and productivity, and shall enjoin all its members to render and perform their duties and responsibilities expected of them or imposed upon them by existing laws, the **SYSTEM's** practices, rules and regulations.

Section 3. Achieving High Performance and Member-Focused Satisfaction by Improving Total Quality Services (TQS). Consistent with the vision of the **SYSTEM** to provide a world-class service, continually improve its internal systems, and procedures and promote employee empowerment, the **UNION** commits itself to participate in the design, installation, operation, audit, promotion and development of a TQS program supportive of the **SYSTEM's** strategic desire to comply with global standards.

Section 4. Maintenance of Positions. The **UNION** recognizes Management's prerogative, however, the parties agree that in the event of a major reorganization where status of employment shall be affected, the **UNION** shall be consulted. A major reorganization is defined herein as an effort or undertaking on the part of the **SYSTEM** to abolish, realign, reclassify, merge or consolidate Units under its organizational structure to meet current demands of its functions, activities, and operations.

The **SYSTEM** shall ensure that grievances or disputes arising therefrom shall be expeditiously resolved.

Consultation, as mentioned in this CNA, refers to a process of dialogue jointly undertaken by management and the employees or their representatives (**UNION**), to exchange information, and discuss issues of common interest or for mutual benefit.

Section 5. Job Security. All employees of the **SYSTEM** shall have the right to be secured in their employment as provided for by law. Transfer or reassignment and additional work assignment shall be covered by written order duly approved by the Group Head (or the Division Head in the absence of Group Head), if temporary in nature, and the President and CEO, if permanent in nature, provided that prior clearance from the releasing and accepting units and HRSD is required. Provided, further, that the employee shall have the right to seek reconsideration within five (5) working days from the receipt of the official notice thereof. The **SYSTEM** shall ensure that grievances or disputes arising therefrom shall be expeditiously resolved.

Section 6. Union Representation Rights. The **SYSTEM** shall recognize the right of the **UNION** to be represented in all committees affecting the rights and welfare of the rank-and-file employees where representation of the **UNION** is required.

Section 7. Preference in Hiring. In the hiring of new employees or in filling of the vacancies, the legal spouse or one (1) child of a deceased employee or one (1) next of kin who is duly designated by a retired employee of good standing, employment record and behavior, may be given priority and preference, provided he/she meets the minimum qualification standards and possesses all the requirements of the position applied for, and provided further that he/she belongs to the top five (5) ranking candidates pursuant to the merit and fitness principle enshrined in the Constitution, subject to CSC rules.

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Section 8. Changes in the Merit Selection Plan (MSP). Any change in the MSP shall be in accordance with CSC and pertinent SSS office rules and issuances in consultation, as defined herein, with the **UNION**.

ARTICLE V
REVIEW/ADJUSTMENT OF SALARY STRUCTURE

The **SYSTEM** and the **UNION** agree that in the event that the new Compensation and Position Classification System (CPCS) or any compensation structure is approved, the **SYSTEM** shall issue an advisory to all employees on the details of its implementation and call a meeting with the **UNION** to discuss the new Salary Structure prior to its full implementation. If there are other benefits that may be allowed by law to be negotiated, the **SYSTEM** and the **UNION** agree to resume negotiations not later than fifteen (15) calendar days upon receipt of the **UNION**'s request.

ARTICLE VI
GRIEVANCE

Grievance Machinery. The parties agree to adopt the existing SSS Implementing Rules in Handling Employee Grievances, as approved by the CSC. All employees attending grievance meetings shall be considered on official business in accordance with existing rules and regulations.

ARTICLE VII
RATIFICATION AND DISTRIBUTION OF CNA

Section 1. Contract Ratification. The **UNION** manifests and presents that this CNA shall be ratified by the covered employees, on the basis of which representation the **SYSTEM** has signed this CNA.

Section 2. Posting and Distribution of the CNA. As a means of educating all employees as to their obligations and the rights and privileges contained herein, the parties agree to furnish a copy of this CNA in electronic medium to all members of the collective negotiating unit, within thirty (30) days after ratification by the covered employees. The electronic publication of the new CNA shall be undertaken by the Secretariat of both parties, the cost of which shall be shouldered by the **SYSTEM**.

ARTICLE VIII
CONTRACT ADMINISTRATION AND MONITORING

A CNA Oversight Committee shall be established within thirty (30) days from the signing of this CNA whose principal task is to monitor and document the implementation and/or administration of the provisions thereof, in accordance with a work program and guidelines that the Committee may formulate and enforce. The Committee, as a collegial body, shall be composed of five (5) members, two (2) of whom shall come from the **UNION**, and three (3) from the **SYSTEM**, one of whom shall act as Chairperson. The Committee shall submit to the President and Chief Executive Officer of the **SYSTEM** and the President of the **UNION** a regular report on the status of the implementation of this CNA. It shall likewise submit an annual work plan, findings and recommendations that shall further enhance the enforcement and administration of this CNA.

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ARTICLE IX INCENTIVE

Section 1. CNA Incentive. To encourage greater appreciation of this CNA and to further improve contract-induced productivity, the **SYSTEM** agrees to grant all employees who are with the SYSTEM any time within the applicable year as defined in Section 1, Article I hereof, an annual CNA Incentive, the amount of which shall be determined in accordance with the latest Department of Budget and Management (DBM) Circular/s and other relevant issuances and be proportionate to the actual period of service within the applicable year. The **SYSTEM** shall exert best efforts in coordination with the designated CNA Technical Working Group that the CNA Incentive shall be released within the first quarter of the following year.

Section 2. Source of the CNA Incentive. The CNA Incentive shall be sourced from savings generated out of improvement/streamlining of systems and procedures and cost-cutting measures for Maintenance and Other Operating Expenses (MOOE) enumerated but not limited to the following:

- a. Maintenance and Repairs of Furniture and Equipment – by performing the actual maintenance and/or repair work whenever appropriate, and by adopting a system, procedure, and scheduling maintenance program for furniture and equipment to prevent/reduce their breakdown and breakage.
- b. Maintenance and Repairs of Transportation Equipment – by performing the repair and maintenance work whenever appropriate, and by adopting effective transportation maintenance program.
- c. Maintenance and Repairs of Building/Leased Offices – by regularly inspecting all SSS offices for early detection of deterioration in the building condition, and/or conducting actual maintenance/repair work whenever appropriate.
- d. Supplies and Materials – by strictly monitoring the issuance of supplies and materials through maintaining a record of utilization of supplies and materials, and/or issuing supplies and materials only as needed to control excessive and unnecessary usage of items; procuring quality supplies and materials for optimum usage; utilizing other forms of electronic intra-office communications instead of paper stationaries; conserving the use of supplies and materials without affecting SSS productivity and efficiency; and/or promoting the use of electronic payment channels instead of using Special Bank Receipts and other paper forms.
- e. Communication Expenses – by limiting the use of long distance calls to official transactions only and through the use of e-mail; downloading to the branches the Voice-Over Internet Protocol; using other forms of communications other than thru the post office to reduce mailing costs; reviewing the existing telephone line allocations to determine the appropriate number of units with direct and local lines; and/or adopting an efficient communication system program to reduce expenses.
- f. Light and Water – by conducting periodic inspection to detect and repair defective water and lighting facilities; turning off lights during lunch break, whenever applicable; and/or performing other energy and water conservation measures; and by using energy-saving devices.
- g. Travelling Expense – by allowing bookings for air travel to avail of discounts; and/or enrolling in Frequent Traveller Plans to enjoy discounts and promo privileges.
- h. Freight Charges – by ensuring the correct processing and evaluation of documents for transactions that will be transmitted and settled in other branches to ensure

one-time transmission only; and/or ensuring correct addressee branch in transmitting communications/documents in order to avoid misrouting.

- i. Such other sources as may be allowed.

ARTICLE X **WAIVER AND SEPARABILITY CLAUSES**

Section 1. Waiver of Rights. The parties hereby acknowledge that during the negotiations which resulted in the execution of this CNA, each had the unlimited right and opportunity to make demands and proposals with respect to any and all subject matter proper for collective negotiation and not otherwise prohibited by law. The understanding and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this CNA.

Section 2. Separability Clause. In the event any provision of this CNA is declared inconsistent with any law, the provisions of such law shall prevail without affecting the other provisions of this CNA.

ARTICLE XI **DURATION OF THE CNA**

Section 1. Effectivity. This CNA shall become effective upon ratification by the covered employees, approval of the Social Security Commission, and upon signing of the parties thereto, and shall remain in force for three years from 12-2-2020 to 12-1-2023

Section 2. Renewal and Renegotiation. Within sixty (60) days prior to the termination or expiration of this CNA, either party may initiate negotiations for renewal and modification or a new agreement. In the event that no renewal agreement is entered into upon expiration hereof, this CNA shall remain in full force and effect until such time that the new CNA is approved so as to give opportunity to the parties to conclude negotiations for a new renewal agreement.

ARTICLE XII **MISCELLANEOUS PROVISIONS**

Section 1. CNA Orientation Seminars. Within the first year of this CNA, the **SYSTEM** and the **UNION** shall conduct orientation seminars through email, intranet or audio-visual presentation for all Rank-and-file employees in the Main Office and all Branches to enlighten them on the provisions of this CNA. The seminars shall commence within ninety (90) days from the date of signing of this CNA.

Section 2. Employees' Education. The **SYSTEM** agrees to include in its employee orientation course a module on public sector unionism, which shall be jointly conducted and administered by the **UNION** and the **SYSTEM's** representatives.

IN WITNESS WHEREOF, the parties hereto through their authorized representatives have signed this Agreement on this 4TH of FEBRUARY 2020 at Quezon City, Metro Manila.

SOCIAL SECURITY SYSTEM (SSS)

BY:


AURORA C. IGNACIO
President and CEO

**ALERT AND CONCERNED EMPLOYEES FOR
BETTER SSS (ACCESS)**

BY:


ARNEL GERARD M. ENCARNACION
President, ACCESS



THE NEGOTIATING PANELS

MANAGEMENT


EVP RIZALDY T. CAPULONG
Chairperson


SVP VOLTAIRE P. AGAS
Vice Chairperson


EVP ELVIRA G. ALCANTARA-RESARE
Member


EVP JUDY FRANCES A. SEE
Member


SVP EDGAR B. CRUZ
Member


VP HELEN L. ABOLENCIA
Member


VP JOSELITO A. VIVIT
Member


DM III FILOMENA S. DAVID
Member



THE NEGOTIATING PANELS

UNION



ARNEL GERARD M. ENCARNACION
Chairperson



DEAN MARK H. ARIZABAL
Vice Chairperson



JONATHAN S. RAMOS
Member



BERLINDO B. TARAMPI
Member



ROMEL P. ALIANZA
Member



ISMAIRAN U. TENORIO
Member



ANTONIO H. ACEDILLO, JR.
Member



FERDINAND T. GARCIA
Member

ACKNOWLEDGEMENT

Republic of the Philippines)
Quezon City) S. S.

BEFORE ME, on this _____ day of _____, MAR 10 2020
In Quezon City, Metro Manila, personally appeared:

Name	ID No.	Date and Place of Issue
AURORA C. IGNACIO In her capacity as President and CEO of the Social Security System (SSS)	Driver's Licence N01-91-119596	07-17-2017 Pasig City
ARNEL GERARD M. ENCARNACION In his capacity as President of Alert and Concerned Employees for Better SSS (ACCESS)	Driver's Licence N03-87-063391	10-02-2019 Quezon City

Known to me to be the same persons who executed the foregoing instrument consisting of eleven (11) pages excluding this page on which the Acknowledgement is written and acknowledged to me that the same is their free and voluntary act and deed, as well as the free and voluntary act and deed of the entities which they represent at this instance.

WITNESS MY HAND AND SEAL on the date and the place first above-written.

Joanna V. Geronimo Anzures
JOANNA V. GERONIMO ANZURES
 Notary Public for and in Quezon City
 Notarial Commission No. NP-071 (2020-2021)
 4F SSS Bldg., East Ave., Diliman, Quezon City
 Roll of Attorneys No. 54382; IBP Lifetime Roll No. 012310
 PTR No. 9269467, 01-02-2020; Q.C.; TIN 263-391-204
 MCLE Compliance No. V-0027569

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